LEADERSHIP DEVELOPMENT FRAMEWORK

EMERGING LEADER
Leading Self

An employee who aspires to become a leader should consider focusing their developmental efforts, at a minimum, in these areas:

- Problem Solving
- Continual Learning
- Team Building
- Accountability

Developmental Activities to Consider

- On-line skills courses
- Office-level projects
- Observational learning
- Mentor exploration

TEAM LEADER
Leading Projects

An employee who is currently leading projects or teams should consider focusing their developmental efforts, at a minimum, in these areas:

- Problem Solving
- Decisiveness
- Integrity/Honesty
- Influencing/Negotiating
- Accountability

Developmental Activities to Consider

- Team/project management courses
- Rotational assignments
- Supervisor shadowing
- Establish mentor relationship

FIRST LINE SUPERVISOR
Leading Teams

An employee who is currently leading teams should consider focusing their developmental efforts, at a minimum, in these areas:

- Strategic Thinking
- Decisiveness
- Technical Credibility
- Resilience
- Accountability

Developmental Activities to Consider

- Supervisor/manager refresher training
- Stretch assignments
- Cross-functional team projects/groups
- Guide/mentor others
- Explore coaching

MANAGER
Leading Programs

An employee who is leading projects or multiple teams should consider focusing their developmental efforts, at a minimum, in these areas:

- Problem Solving
- Influencing/Negotiating
- Financial Management
- Resilience
- Accountability

Developmental Activities to Consider

- Corporate leadership courses/programs
- Regional/national team projects/groups
- Senior Executive shadowing
- Receive leadership coaching

SENIOR LEADER
Leading Organizations

An employee who is leading major organizational divisions should consider focusing their developmental efforts, at a minimum, in these areas:

- Strategic Thinking
- Political Savvy
- Decisiveness
- Financial Management
- Accountability

Developmental Activities to Consider

- Cross-agency leadership courses/programs
- National-level task forces
- Cross-functional/career broadening assignments & positions
- Receive executive coaching

VA is committed to meeting you wherever you are and serving you to meet your professional development needs. We believe that engaged and developed VA employees will change the lives of Veterans for the better. As an employee of VA, you have the ability to make that difference and VA will help you get there!

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